

THE RING

going somewhere?...

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Law holds Native ceremony

BY PATTY PITTS

Chanting ancient words of healing to the rhythm of their Shulmuxstes rattles, Cowichan band member Esther Bear and her son Andrew Canute walked slowly through the lobby of the law building Oct. 4, covering a short distance but making a great journey. Their presence signified the long road to official recognition by UVic's law school of the legal system that preceded the one taught in law school's lecture halls.

"There was a legal system in place before contact," said Dean of Law David Cohen at the ceremony to mark the installation of a carving by Charles Elliott and a blanket by weaver Philomena Pagaduan. Cohen



reminded those in attendance that the law taught in the school is from the same system that oppressed Aboriginal people in the time of the building's namesake, Judge Matthew Begbie.

"This ceremony is part of the process of healing and to remind students of how much work is still to be done."

Dr. Samuel Sam, representing the Coast Salish people, welcomed all in attendance to the original village site of Thuleescha. Chief Adam Dick, accompanied by Kwagiulth representatives, performed songs and offered prayers from pre-contact times to promote healing and strength.

The symbolism of resiliency, hope and healing was maintained in the two works now on display in the lobby of the law school. The spindle whorl, which represents male energy, is a much larger version of those once used extensively to spin wool and is carved with images of a beaver.

"The beaver signifies healing and building powers," said Elliott. "Other creatures benefit from what the beaver provides. It creates a climate for survival. The bottom figure is a frog which stands for the beginning of a new cycle."

The director of the law school's academic and cultural support program, Heather Raven, spoke about the blanket. "The white colour is symbolic of purity and of women's energy. The chevron pattern signifies thunder and gives the wearer strength and protection."



Carver Charles Elliott stands with members of the Kwagiulth people during a ceremony at the law school's Begbie Building.

The ceremony was designed to signify the meeting of Vancouver Island's two traditional Aboriginal communities with the legal community to "open the

way" to a united focus—where the law that is taught benefits all people no matter what their ancestral or spiritual background.

They may be back...?



The Headless Man in the gasless vehicle made his appearance on campus before Hallowe'en this year. His head hidden by shadows, Vern Walleen from the plumbing shop was among those Facilities Management staff who tested an all-electric vehicle for 10 days last month. The small van was lent to the University for evaluation as part of the Clean Air Vehicles Now project coordinated by the Vancouver Island Advanced Technology Centre. Facilities Management Director Gerry Robson said UVic is interested in pursuing the possibilities of using electric-powered vehicles in its fleet, but added that purchases cannot be justified at this time.

Bonfire will be lit

Campus Security Services' Hallowe'en bonfire for parents and children from the UVic family student housing complex is back again this year. Last year's event was a great success, and this year's will feature an enhanced fireworks display as well as music, more prizes for costumes, and a crime prevention display.

The creepy festivities begin at 5 p.m. Oct. 31 at parking lot 7 (McKenzie and Gabriola), with hot dogs, coffee and hot chocolate served at 5:30 p.m. Hallowe'en candy will be distributed to the children. The bonfire will be lit at 6 p.m., and prizes for the best costumes will be awarded at 7 p.m. The fireworks will commence at 7:30 p.m. and the bonfire will be extinguished at 9 p.m.

About 150 parents and children are expected at the event, which is organized by security officers Ron Cullen and Ray Adrian and made possible through the co-operation of UVic Facilities Management and the Saanich police and fire departments.

Generous donations made to CSRS

The Centre for Studies in Religion and Society has received a total of \$384,000 in donations from the Anglican Diocese of B.C. and local businessperson Allen Vandekerkhove. In a special presentation Oct. 15, Bishop Barry Jenks of Christ Church Cathedral pledged \$272,000 toward the Centre over the next three years and Vandekerkhove, who made the original \$1 million donation to establish the Centre, announced that he would match the Diocese's first installment with a \$112,000 contribution. Dr. Penny Coddington, UVic's vice president academic and provost, and Dr. Harold Coward, director of the Centre, accepted the cheques on behalf of the university.

"Funding for the Centre has been provided by individuals and religious institutions within Victoria, including the Roman Catholic and United churches and the Hindu and Sikh communities. It is a great pleasure to have the Anglican church join the list of our financial supporters," says Coward.

"Allen Vandekerkhove has been a champion of the Centre since its inception. His latest contribution will allow us to expand our programs even further into the community."

The donations will establish the John Albert Hall Lecture series, bringing religious scholars to UVic from around the world for public lectures. It will also provide endowment funds for the operation of the Centre and purchase religious books for the University library. The books

will be available to readers from the community as well as students and faculty.

"I am very pleased with the partnership between the University of Victoria and the Diocese of British Columbia that has been established by this gift. It will strengthen the work of both institutions," says Father John Lancaster of the Anglican Diocese.

"My family is pleased to continue our support of the Centre," says Vandekerkhove. "By increasing understanding and mutual respect among all religions, work like that done at the Centre can help make the

world a better place."

Vandekerkhove was named an Honorary Patron of UVic earlier this year in recognition of his active support for the Centre.

The Centre for Studies in Religion and Society was established in 1991 to foster the scholarly study of religion in relation to the sciences, ethics, social and economic development and other aspects of culture, and to promote interfaith understanding. In doing this, it builds bridges of understanding between religion and other academic disciplines, the various world religions and between scholars and lay-people.

UVic signs with PEA

Nearly a year of negotiations bore fruit Oct. 16 when representatives of the University and the UVic chapter of the Professional Employees Association signed a first collective agreement. In a ratification vote prior to the signing, 99.5 per cent of the members of the PEA chapter, representing UVic's academic and administrative professional employees, approved the three-year contract.

CIAU championships to be held on campus

The UVic Vikes women's field hockey team has won the Canadian Interuniversity Athletic Union (CIAU) championship four times in the last five years, but they haven't hosted a CIAU championship since 1979. That streak ends this year when UVic hosts the 1996 CIAU field hockey championships Nov. 1 to 3.

As hosts, the defending champion Vikes are assured a berth in the championships. They'll compete with five other teams from the Ontario and Atlantic Canada conferences, Western Canada, and two wild card selections. For further information about the championships contact athletics and recreational services information officer Judy Joseph at 721-8725.

Happy 20th birthday, Co-op

Twenty years ago, 58 UVic chemistry and physics students embarked on an educational experiment that has since blossomed into Canada's third-largest university-based co-operative education program. Over the ensuing years, nearly 19,000 UVic students have participated in co-op, in which students alternate classroom study with paid work-terms in jobs related to their studies. Last year alone, nearly 2,500 UVic co-op students from 37 departments participated in work-term placements in 28 different countries.

UVic is celebrating the success of its co-op programs with five days of special events starting Oct. 21. In addition to opening ceremonies, an employer recognition awards banquet, and a Co-op Advisory Council meeting, student poster displays will be in the University Centre foyer on Oct. 21 and 22 and in the SUB Upper Lounge from Oct. 23-25. A special co-op anniversary supplement will be published in the Oct. 18 issue of the News Group community newspapers.

University of Victoria Alumni Association Award(s) for Excellence in Teaching Recognizing outstanding UVic faculty

Call for Nominations—1997 Award(s)

Alumni, students and staff are invited to nominate faculty members, sessional lecturers or senior laboratory instructors who have taught at UVic for at least three years for this prestigious award. Up to three awards will be presented in any area of study at UVic.

The award recognizes:

- comprehensive knowledge of the subject
- excellent preparation of classes
- enthusiasm for the subject
- capacity to motivate students
- setting an example of high standards for him/herself and students
- effective communication of the subject
- accessibility outside of class hours
- a reputation for superior teaching
- knowledge of new teaching methods and course design

Nomination forms must be accompanied by two letters of support from the principal nominators.

Nomination forms are available from the Alumni Office in University House 1—call 721-6000 for information—or by email at alumni@uvic.ca. The deadline for nominations is Friday, November 29, 1996.



Campus capers support United Way

Be a clown, buy a book, bag some compost—there's no end of opportunities to assist the United Way on campus this fall. The 1996 UVic United Way Campus Campaign is off to a great start. More than \$40,000 has been pledged so far giving the campaign great momentum towards its goal of \$105,000. Prior to the campaign kick-off, money collected for Dress Down Fridays, where staff and faculty pay a loonie to wear casual clothes to work, gave the campaign a \$2,500 jumpstart even before pledge forms were distributed. Members of the campus community are encouraged to continue Dress Down Fridays throughout the campaign and bring their loonies to the fountain Nov. 1 to support their favourite student group at the Loonie Lay-In.

Everyone who donates to the United Way through pledge forms is eligible to win draw prizes awarded throughout the campaign as well as this year's grand prizes: a Macintosh Performa 5200CD computer compliments of Apple Canada and the UVic Computer Store and a deluxe weekend at the Chateau Victoria Hotel, including dinner, breakfast and a gift basket.

Other United Way events on campus are:

Oct. 18 to 20—Alumni Weekend—Admission to soccer and alumni volleyball games during the weekend will be a

toonies for adults and a loonie for children, with all proceeds to the United Way. Proceeds from the sale of seat cushions at the alumni basketball games on Oct. 19 will also go to the campaign. For further information contact Judy Joseph at 721-8745.

Oct. 25—UVic Engineering Students 24-hour Bug Push, 10:45 a.m. at the Engineering Lab Wing. The engineering students hope to collect \$100 in pledges for each hour they push a Volkswagen Beetle around Ring Road. The money will be converted to loonies for the Loonie Lay-In. For further information contact the ESS at 721-8822.

Oct. 26—Garden Mulch Sale, 9 a.m. to 2 p.m., parking lot 11 by the Saunders Building. Quality UVic mulch will be sold for \$1 for a big garbage bag or pail or \$10 for a pick-up truck load by Facilities Management grounds staff. Please bring your own container. For further information contact John Mitchell at 721-7616.

Oct. 28-Nov. 1—"Lighten Up for United Way Week."

Go ahead, be a clown. Buy a big, red clown nose for \$1 at the Bookstore and brighten someone's day. Proceeds to the United Way and the nose might look great on Hallowe'en.

Nov. 1—Loonie Lay-In, noon, around the University fountain. Bring your loonies and cheer on UVic student groups as they fight off a challenge by Camosun College and Royal Roads University to see who collects the most loonies per capita. For further information contact Patty Pitts at 721-7656.

Nov. 21—Book for a Buck/Tune for a Loon Sale, 9 a.m. to 6 p.m., McPherson Library Lobby. It's back! Stock up on books and vinyl and help the United Way. Collect books and records in your office or department (pre-selling is okay, just save the loonies for the Library) then bring the lot to the Library by Nov. 20. For further information contact Betty Gibb at 721-8213.

Don't miss Chemistry's Open House

Why is blood red? What would the world be like at -200 degrees? Get the answer to these and other science questions at the Chemistry Open House, Sunday, Oct. 20 in the Elliott building from 11 a.m. to 5 p.m. Bring the kids for exhibits, demonstrations, displays and of course, everyone's favourite, the Dr. Zonk Chemistry Magic Show. Free admission to all events.

Campus crime statistics

Type of crime	July 1996 ('95)	Aug 1996 ('95)	Sept 1996 ('95)	Quarterly total 1996 ('95)
Sexual assault	0 (0)	0 (0)	1 (0)	1 (0)
Assault causing bodily harm	0 (0)	0 (0)	0 (1)	0 (1)
Break, enter & theft	1 (3)	1 (1)	0 (1)	2 (5)
Cause disturbance	11 (0)	8 (8)	22 (13)	41 (21)
Theft from auto	1 (3)	1 (0)	3 (2)	5 (5)
Theft of backpacks	1 (0)	0 (0)	1 (1)	2 (1)
Theft of bicycles	0 (2)	1 (1)	8 (3)	9 (6)
Theft of bicycle parts	1 (1)	0 (0)	0 (1)	1 (2)
Theft of computers	0 (0)	0 (1)	1 (1)	1 (2)
Theft from lockers	0 (0)	5 (2)	1 (0)	6 (2)
Theft of private property	1 (5)	3 (4)	2 (2)	6 (11)
Theft of UVic property	8 (2)	0 (1)	6 (4)	14 (7)
Theft of wallets	0 (0)	1 (2)	1 (5)	2 (7)
Vandalism to auto	0 (1)	1 (0)	1 (1)	2 (2)
Vandalism to UVic property	2 (1)	4 (2)	9 (11)	15 (14)

Emergency telephone number 721-7599

If you have any questions about personal safety or security matters or wish to take part in any UVic crime prevention programs, call 721-7600.

QUOTE

"Oh! do not attack me with your watch. A watch is always too fast or too slow. I cannot be dictated to by a watch."

—Jane Austen (1775-1817)
Mansfield Park (1814) Ch. 9

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University honours community-minded students

BY PATTY PITTS

The first recipients of UVic's new Blue and Gold Circle awards were honoured at a reception Oct. 7 and recognized for the outstanding contributions they make, as students, to both the University and the community.

UVic President Dr. David Strong remarked that it was the first time the University had done a "serious job" of showing how grateful it was to students who go "above and beyond" their academic responsibilities.

Referring to one of UVic's mottoes "A multitude of the wise is the health of the world," Strong said that "this multitude of students doing all these things beyond their studies contributes to the health of the community."

Vice-President Academic and Provost Dr. Penny Codding called the Blue and Gold Circle awards, "a wonderful opportunity to celebrate the achievements of these students."

The awards honour students who maintain high academic standing while volunteering with community groups or participating in sports and fine arts. This year's first time recipients received a bronze pin and a certificate. Second-time recipients receive a silver pin and third-time recipients will receive a gold pin.

"These first 15 recipients of the bronze pin will be the only ones eligible for silver next year and will be the first students eligible for gold," said Student and Ancillary Services Director Jim Griffith, who began lobbying for a student recognition award five years ago. At the ceremony, he announced that this year's winners will be presented with \$200 each. In future, silver pin winners will be awarded \$400 and gold pin winners will be awarded \$600. The awards are sponsored by the President's Office and the UVic Alumni Association.

This year's winners are: **Ted Allison**, an honours biology student, is a member of several departmental committees and volunteers at Royal Jubilee Hospital in the cancer and emergency wards. He is an exhibiting photographer.

Maria Barnes, a third year PhD student in psychology and law and the recipient of several fellowships, bursaries and scholarships, volunteers at Victoria Women's Transition House and Truth in Adoption Society. She's an avid environmentalist who commutes to UVic from Metchosin by bicycle.

Melissa Belfry, a second year student studying towards an interdisciplinary master's degree in social work, is a scholarship

student, volunteers at the Victoria Intercultural Association and Victoria Women's Sexual Assault Centre, and previously worked at the Nowshera Women's Hospital and Nowshera Mills Girls School in Pakistan.

Jahangir Charania, a third-year chemistry student, has

the highest academic standing in the chemistry co-op program, serves as chemistry co-op spokesperson, volunteers for Folkfest, is an air cadet and has won public speaking awards in the Optimist International Oratorical Competition.

Michael Dussault, a first-year master's student in history, is a volunteer therapist with UVic Athletic Resources Services, the manager of emergency operations for Oak Bay's emergency program, a member of the St. John Ambulance Brigade, and a volunteer at Braefoot Elementary School.

Lalita Hamill, a fourth-year honours philosophy student, is an executive member and president of the philosophy students' union

and, last summer, coached 40 to 50 teenage members of the Dawson Creek Seals swim team.

Jeremy Mannall-Fretwell, who is now finishing his master's degree in public administration, has served on numerous university committees and task forces as an undergraduate and graduate student, was a member of the United Way council, and did volunteer fundraising for Famine Relief.

Jeff McCracken, a third-year biochemistry student, is president of the biochemistry and microbiology student society, an accomplished musician and vocalist who performs with the Pacific Opera, the UVic Chorus, and at retirement homes, a volunteer at the Victoria Hospice and a board member for the Living and Learning Through Loss Program.

Susan Peach, a fourth-year women's studies student, has been the recipient of numerous bursaries and scholarships, is a member of the Latin American Association, and is a volunteer with Together Against Poverty, the Red Cross, the Esquimalt Neighbourhood House Best Babies Program and the Interna-

tional Association ESL Program.

Gretchen Quiring, a second-year student in the English PhD program, is vice-president and acting president of the Graduate Students Society and chairs or is a member of numerous committees involving graduate students.

Sylvia Sommers, a master's student in women's studies and political science, is a feminist activist and scholar who has contributed to many publications,

figure skating coach.

Other inaugural Blue and Gold Circle award winners who were not able to attend the ceremony were:

Nicole Rhodes, who will receive her law degree during the fall Convocation, served on many Faculty of Law committees and was one of the founding members of the student law journal *Appeal*.

Kathryn Sutherland, now completing her MA in English in

New Zealand, was an active member of the Graduate Students Society, was active in organizing candidates debates on post-secondary issues during last spring's provincial elections and was a member of the Victoria and Western Canada women's cricket teams.

Tikiri Herath, now pursuing her commerce

studies through an international exchange with Chulalongkorn University in Thailand, was part of the buddy program that pairs UVic commerce students with international students and provided academic and social programs for more than 100 international students through her co-op position as international student coordinator.



UVIC PHOTO SERVICES

Vice President Academic and Provost Dr. Penny Codding congratulates Melissa Belfry, one of 15 inaugural winners of the Blue and Gold Circle Awards, presented to outstanding UVic students who combine scholarship with community service.



UVIC PHOTO SERVICES

Happy winners of the inaugural Blue and Gold Circle awards wear their new bronze pins and show off their certificates at a reception held Oct. 7 in their honour. Back row from left: Karen Wiest, Ted Allison, Jahangir Charania, Maria Barnes. Centre row from left: Gretchen Quiring, Lalita Hamill, Susan Peach, Sylvia Sommers, Melissa Belfry, Michael Dussault. Front row from left: Jeff McCracken, Jeremy Mannall-Fretwell.

organizes meetings for single mothers against poverty and welfare harassment, and is a member of the Together Against Poverty Society.

Karen Wiest, a third-year leisure studies student, has served as both junior and senior residence advisor, volunteers for on-campus special events and with UVic Child Care Services, and is a



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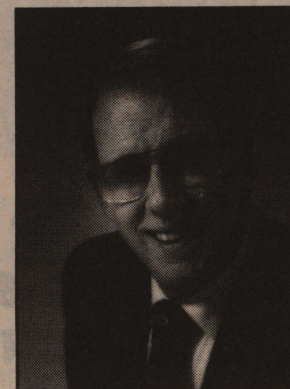
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Engineering gives bike manufacturer a technological edge

BY PATTY PITTS

Rocky Mountain Bicycles are considered to be among the best in the world. Soon, they'll be even better thanks to new technology developed by UVic's Department of Mechanical Engineering for the Delta, B.C.-based company. A new testing lab, installed in a facility the company built expressly for the new equipment, will ensure Rocky Mountain's Race Face components not only exceed existing industry standards but meet the higher levels of performance and durability developed by Rocky Mountain in the lab.

Rocky Mountain's new testing lab gives the company a technological advantage over all other Canadian bicycle manufacturers. In developing the technology for the lab, UVic faculty and students discovered that pre-existing standards for testing bike components were set for casual users, not the rigorous requirements of elite, competitive mountain bikers. Through the development of StressNet (formerly called BikeNet), a network of small, postage-stamp sized computers mounted next to gauges installed at stress points on a bike, researchers were able to measure fatigue and impact more accurately under the extreme conditions facing racers. These data were then used to design the new test equipment.

With an on-site lab, Rocky Mountain no longer has to send its Race Face components or the components it imports for its lower-end bikes to privately-owned labs for testing. Test

results that once required weeks now only take days.

"The benefits of this testing lab to Rocky Mountain Bicycles and Race Face Components are immense," says Bryn Johnson, product designer with Race Face. "By simulating actual 'in the field' conditions in our lab, we will be able to predict how our products will behave after months, or years, of actual use under the most extreme conditions."

The lab will be used to test Race Face handlebars, head sets, handlebar stems, bottom brackets, cranks and seat posts. These components are used in bikes selling in the \$1,600 to \$4,000 price range. Rocky Mountain's clientele includes medal-winning racers in North America, Asia and Europe.

The connection between UVic students and Rocky Mountain is continuing. Mechanical Engineering graduate Karl Nordstrom was hired by the company as a testing engineer. A UVic graduate student, Mark Ellens, is doing contract work for the company.

"We've made a difference in the ability of this B.C. company to do research," says Dr. Ged McLean (Mechanical Engineering) who worked with Dr. Peter Wild (Mechanical Engineering), Ellens and Nordstrom on the eight-month lab project. "Rocky Mountain was willing to make a substantial investment in our research abilities because it is committed to doing its own product testing."



ROBIE LISCOMB PHOTO

Fiona Patton

New personal safety co-ordinator appointed

Fiona Patton is UVic's new personal safety co-ordinator. She joined Campus Security Services (CSS) in June 1995 and worked as a security officer on bike patrol until she assumed her current position on Aug. 1, 1996, taking the place of Lynn Chester, who was promoted to team leader.

Patton, a Victoria native, studied criminology at Simon Fraser University and worked for three years as a psychiatric nurse-aide.

Her responsibilities include developing, implementing and promoting campus personal safety programs, including Safe Walk, "Lock It or Lose It," personal safety audits, and the BC Workers Compensation Board Workplace Violence Prevention Program. She works closely with a wide variety of campus groups as well as local police departments.

Since August, Patton has been busy fielding questions on Campus Security Services' Rape Aggression Defense training courses, providing personal safety information to new, international and residence students during student orientation, and working with campus publications to inform the community about CSS's personal safety programs.

"I look forward to working with everyone on campus to make UVic a safer place to live, work, and study," says Patton. "I'd be pleased to speak to any group on campus about personal safety or security issues." She can be contacted at local 8981.

Translators needed for safety brochures

Want to make a lasting contribution to personal safety on campus? UVic Campus Security Services is looking for assistance in translating a number of personal safety brochures into a variety of languages, particularly Spanish, Korean and Japanese. Students, faculty members or staff who are fluent in these languages and interested in assisting should call Fiona Patton, personal safety coordinator, at local 8981.

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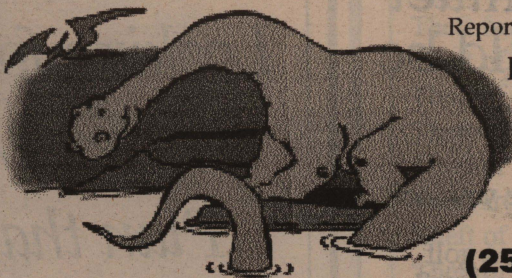
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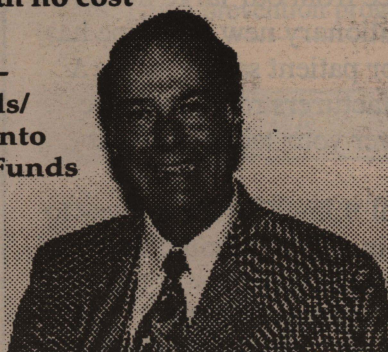
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• Styles do change •

STEPS continues to help elderly

By TERESA MOORE

Now that they know how big a problem falls among the elderly are, Dr. Elaine Gallagher (Nursing) and Vicky Scott (Nursing) have taken their STEPS program one step further. STEPS, or the Seniors Task Force for Environments which Promote Safety, a nine-month project completed last year, successfully tracked nearly 800 slips, trips, falls and hazardous conditions through a telephone hotline. The study concluded that most of the problems were caused by uneven and slippery surfaces and obstacles on walkways.

Based on the results of the study, Gallagher and Scott have produced Canada's first guide to help municipalities reduce the threat to seniors and people with disabilities from injuries due to falls. *Taking Steps*, is intended for city planners, risk managers, traffic engineers, and architects who design public places. The hands-on guide, which offers practical solutions that have been successful in communities across North America and Europe, cites exposed tree roots, faulty sidewalks and bad stair design as just a few examples of situations which can lead to injuries.

"Little has been written about this huge problem, yet one in three older Canadians will fall this year and many will sustain injuries. Falls are now the sixth leading cause of death in Canada and account for 90

per cent of all hip fractures and 40 per cent of admissions to nursing homes," says Gallagher, who has just received an additional \$75,000 grant to hold STEPS workshops around the province.

Related costs are also skyrocketing and Canadian taxpayers will pay about \$3.5 billion this year to treat falls, up \$2 billion from a decade ago. With the population aging and more elderly people living outside institutions, she warns that something must be done to head-off what could become a massive public expense. Public education is one way she hopes to deal with the problem.

Gallagher and Scott, have

also produced a 25-minute video, *Stepping Out*, which investigates the kind of hazards that contribute to falls and describes what actions a concerned pedestrian can take to remedy the situation. The video is targeted at consumer groups, professionals and community members concerned with public safety.

The guide and the video were funded by a \$85,000 grant from Health Canada's New Horizon—Partners in Aging program. They are available from UVic's School of Nursing for \$39.00 plus \$6.00 shipping for the video and \$15 for the manual. Call 721-7966 for more details.

Barnes named to Order of Canada

Dr. Chris Barnes, director of the UVic Centre for Earth and Ocean Research, will join 71 distinguished Canadians at Rideau Hall this autumn to be invested with the Order of Canada. The 56-year-old paleontologist is recognized as a "scientist, professor and research leader whose achievements have given Canada a unique edge in the field of earth science". Renowned for his study of ancient oceans, he established the leading school in ground water geology in North America at the University of Waterloo and Canada's largest earth sciences department at Memorial University. Under his direction, UVic's School became the first in Canada to combine earth and ocean sciences in one program and focus on earth system science.

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UPCOMING OCTOBER CONCERTS:

6 Sun	2:30pm	Royal	RUSSIAN RHAPSODY
7 Mon	8:00pm	Theatre	Peter McCoppin, conductor Michelle Mares, piano Borodin ~ Rachmaninoff ~ Tchaikovsky
10 Thur	2:00pm	Royal	KNIGHTS OF THE THEATRE
11 Fri	8:00pm	Theatre	Brian Jackson, conductor Colin Skinner, actor "Gilbert & Sullivan" classics
12 Sat	8:00pm		
27 Sun	2:30pm	Royal	VELVET FIRE
28 Mon	8:00pm	Theatre	Peter McCoppin, conductor Bridgett Hooks, soprano Dvorak ~ Strauss ~ Bartok

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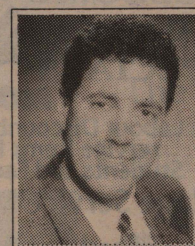
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CALENDAR

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS OCT. 25.
ATHLETICS **E**XHIBITIONS **L**ECTURES **M**USIC **R**ECREATION **T**HEATRE **W**ORKSHOPS & **C**ONFERENCES **O**TH

Friday, October 18

A *Vikes Swimming*. Distance Meet. McKinnon Pool. Info 721-8406.

M 12:30 p.m. *Fridaymusic*. School of Music woodwind students. Phillip T. Young Recital Hall. Info 721-7903.

L 2:00 p.m. *Geographic Values in Public Education: Some Missing Dimensions*. Dr. P. Thomas (Geography). Cornett B145. Info 721-7346.

L 2:30 p.m. *The Secondary Market in Sovereign Debt*. Jeannine Farazli, University of Calgary (Economics). Cornett B335. Info 721-8532.

O 3:00 p.m. *Development of a Novel Biocontrol for Vegetation Management in Forest Renewal Sites*. Biology Dept. Seminar. Dr. Will Hintz, UVic. Cunningham 146. Info 721-7107/7099.

M 5:00 p.m. *Two 18th Century comic intermezzi from "The Impresario from the Canary Isles" by Sarri (Canadian premiere)*. Meghan Atchison, soprano; Brian Arens, baritone. Directed from the harpsichord by Erich Schwandt. \$4-\$5 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

O 7:00 p.m. *Soiree Cinema. "Mon Oncle" de Jacques TATI*. Dr. John Greene, UVic (French Language & Literature). Human & Social Development A240. Info 721-7363.

A *Men's Volleyball*. vs. Alumni. \$3-\$6.50 McKinnon Gym. Info 721-8406.

T 8:00 p.m. *Moliere's The Learned Ladies as translated by Richard Wilbur*. Directed by Bill Glassco. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

Saturday, October 19

A *Field Hockey*. Canada West Tournament #3. Info 721-8406.

A *Vikes Swimming*. Distance Meet. McKinnon Pool. Info 721-8406.

A *Women's Soccer*. vs. Lethbridge. \$1-\$3 Centennial Stadium. Info 721-8406.

A 1:00 p.m. *Vikes X-Country Middle Distance*. Beacon Hill. Info 721-8406.

A 3:00 p.m. *Men's Soccer*. vs. Lethbridge. \$1-\$3 Centennial Stadium. Info 721-8406.

M 5:00 p.m. *Two 18th Century comic intermezzi from "The Impresario*

from the Canary Isles" by Sarri (Canadian premiere). Meghan Atchison, soprano; Brian Arens, baritone. Directed from the harpsichord by Erich Schwandt. \$4-\$5 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

A 6:30 p.m. *Women's Basketball*. vs. Alumni. \$3-\$6.50 McKinnon Gym. Info 721-8406.

T 8:00 p.m. *Moliere's The Learned Ladies as translated by Richard Wilbur*. Directed by Bill Glassco. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

M 8:00 p.m. *Victoria Symphony Prime Time Classics Concert*. Conducted by Peter McCoppin. Helen Hwaya Kim, violin soloist. \$19-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 386-6121.

A 8:15 p.m. *Men's Basketball*. vs. Alumni. \$3-\$6.50 McKinnon Gym. Info 721-8406.

Sunday, October 20

A *Field Hockey*. Canada West Tournament #3. Info 721-8406.

A 10:00 a.m. *Men's Volleyball*. vs. B.C. Colleges (through to 6:00 p.m.). \$3-\$6.50 McKinnon Gym. Info 721-8406.

A 1:00 p.m. *Women's Soccer*. vs. Calgary. \$1-\$3 Centennial Stadium. Info 721-8406.

O 2:00 p.m. *Workshop in Charleston*. UVic Ballroom Dance Club. \$3-\$5. SUB Multi-Purpose Room. Info 598-9807.

M 2:30 p.m. *Victoria Symphony Prime Time Classics Concert*. Conducted by Peter McCoppin. Helen Hwaya Kim, violin soloist. \$19-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 386-6121.

A 3:00 p.m. *Men's Soccer*. vs. Calgary. \$1-\$3 Centennial Stadium. Info 721-8406.

T 8:00 p.m. *Moliere's The Learned Ladies as translated by Richard Wilbur*. Directed by Bill Glassco. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

Monday, October 21

O 6:30 p.m. *Sneak Preview of UVic's 1997 French Language Mediterranean Institute, Isle of Bendor, France*. Division of Continuing

Studies. Clearihue B015. Info 721-8451.

T 8:00 p.m. *Moliere's The Learned Ladies as translated by Richard Wilbur*. Directed by Bill Glassco. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

L 8:00 p.m. *Lost Russia. Photographing the Ruins of Russian Architecture*. Lansdowne Public Lecture. Prof. William C. Brumfield, Tulane University (Slavonic Studies). Clearihue A311. Info 721-7503.

Tuesday, October 22

L 1:30 p.m. *The Russian Art of Building in Wood*. Slavonic Studies Department Lecture. Lansdowne Lecturer, Prof. William C. Brumfield, Tulane University. Clearihue C112. Info 721-7503.

T 6:00 p.m. *Moliere's The Learned Ladies as translated by Richard Wilbur*. Directed by Bill Glassco. \$15 Performance; \$19 Dinner at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

L 7:30 p.m. *Human Rights in Indonesia*. Carmel Budiardjo (S. Pacific Peoples Foundation). Senate Chambers (Univ. Centre A180). Info 381-4131.

Wednesday, October 23

L 12:30 p.m. *The Russian North: Vologda and Arkhangelsk oblasti*. Lansdowne Lecturer, Prof. William C. Brumfield, Tulane University (Slavonic Studies). Clearihue D267. Info 721-7503.

L 2:30 p.m. *Women's Movements in India - Some Characteristic Features*. Madhu Kishwar, India (Women's Studies). Cornett A221. Info 721-6158.

L 3:30 p.m. *Land Development & Climatic Warming in Eastern Canada*. Dr. Trevor Lewis, Institute of Ocean Sciences (Earth & Ocean Research/Earth & Ocean Sciences). Cornett A120. Info 721-8848.

W 4:30 p.m. *Teaching Grammar the Old Fashioned Way (part 2)*. Dr. Emilia Rivas-Rivas, UVic. (Linguistics and Continuing Studies). Clearihue A306. Info 721-7420.

Thursday, October 24

L 12:30 p.m. *Treaty Making from the*

Perspective of the B.C. Treaty Commission. Alec Robertson, Q.C., B.C. Treaty Commission (Law). Begbie 158. Info 721-8147.

W 2:30 p.m. *Resume Critique*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

O 6:00 p.m. *Where Have All the Critters Gone?: Reflections on Humans and Nature in Southeast Asia*. CAPI Circle Dinner Roundtable. Philip Dearden (CAPI). \$28 Reservations required. Faculty Club. Info 721-7020.

L 8:00 p.m. *Reform vs. Coercion: Law as an Instrument of Social Change in India*. Women Scholars Lecture. Madhu Kishwar, Journalist, educator, scholar & advocate of women's rights, India (Women's Studies). F. Murray Fraser Auditorium (formerly Begbie 159). Info 721-7378.

L 8:00 p.m. *War and Society in Archaic and Classical Greece*. Kurt Raaflaub, Washington, DC (Classical Association of Vancouver Island and Greek & Roman Studies). Cornett B108. Info 721-8514.

Friday, October 25

M 12:30 p.m. *Fridaymusic*. School of Music students in a program for various instruments. Phillip T. Young Recital Hall. Info 721-7903.

L 2:00 p.m. *Landscape Management & Biodiversity: Automating the Design of Forest Ecosystem Networks*. Dr. A. Thomson (Geography). Cornett B145. Info 721-7346.

O 3:00 p.m. *An Extracellular Matrix-Mediated Signalling Hierarchy Regulates Tissue-Specific Gene Expression in Mammary Epithelial Cells*. Biology Dept. Seminar. Dr. Cal Roskelley, UBC. Cunningham 146. Info 721-7107/7099.

L 3:30 p.m. *Women Economists of the 19th Century*. Michele Pujol, Women's Studies, UVic (Economics). Cornett B335. Info 721-8532.

A 6:00 p.m. *Women's Basketball*. vs. Simon Fraser University. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. *An Old-Fashioned Band Concert*. University of Victoria Wind Symphony. Conducted by George Corwin. Admission by

donation. Univ. Centre Auditorium. Info 721-7903.

A 8:15 p.m. *Men's Basketball*. vs. Regina. \$3-\$6.50 McKinnon Gym. Info 721-8406.

Saturday, October 26

A *Women's Volleyball*. UVic Invitational. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A *Vikes Rowing*. Head of the Gorge. Info 721-8406.

O 10:00 a.m. *The Moss St. Market comes to UVic*. Last market of the year! Begbie Building parking lot. Info 595-5831.

M 8:00 p.m. *Palm Court Orchestra*. \$8.50-\$17.50 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

M 8:00 p.m. *Chamber Music Series*. Lafayette String Quartet. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

Sunday, October 27

A *Women's Volleyball*. UVic Invitational. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A *Vikes Rowing*. Head of the Elk. Info 721-8406.

M 2:00 p.m. *Civic Orchestra Concert*. \$12 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

O 2:00 p.m. *Workshop in American Jive*. UVic Ballroom Dance Club. \$3-\$5. SUB Multi-Purpose Room. Info 598-9807.

Monday, October 28

W 2:00 p.m. *Resume Critique*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

L 3:30 p.m. *Premature Conclusions: Modernity and Italian Literature (Svevo, Joyce, Gadda)*. Lansdowne Public Lecture. Prof. Eduardo Saccone, University of Cork (Hispanic & Italian Studies). Clearihue A311. Info 721-7413.

Tuesday, October 29

L 9:30 a.m. *Politics and the Chinese*

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Language. Department Lecture (Pacific & Asian Studies). Lansdowne Lecturer, Dr. Perry Link, Princeton University. Clearihue D267. Info 721-7477.

L 12:30 p.m. Cultural Diversity and Law. Hon. Ujjal Dosanjh, Attorney General of British Columbia. F. Murray Fraser Auditorium (formerly Begbie 159). Info 721-8147.

L 12:30 p.m. Flesh that lets strange-ness come through: The Writing of Hélène Cixous. Prof. Sissel Lie, University of Trondheim, Norway (English). Clearihue A309. Info 721-7236.

L 12:30 p.m. Selling Canadian Culture in China. Dr. Richard King, former Counsellor for Cultural, Educational & Scientific Affairs at Canadian Embassy in Beijing (CAPI). Human & Social Development A250. Info 721-7020.

W 2:30 p.m. Interview Tips. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

L 2:30 p.m. Action in the Decameron: Boccaccio's Two Rhetorics. Dr. Eduardo Saccone, Lansdowne Lecturer, University of Cork, Ireland (Hispanic & Italian Studies). Clearihue A207. Info 721-7413.

O 6:30 p.m. B.C. Schizophrenia Society (Victoria) Annual General Meeting. Dr. Barry Jones (McMaster University) - New Advances for the Treatment of Schizophrenia. Human & Social Development A240. Info 384-4225.

L 7:00 p.m. Is There Immunity to HIV? Lansdowne Public Lecture. Dr. Francis Plummer, University of Manitoba (Biochemistry & Microbiology). Elliott 167. Info 721-8887.

L 7:30 p.m. Literature and Dissent in China. Lansdowne Public Lecture. Dr. Perry Link, Princeton University (Pacific and Asian Studies). Begbie 158. Info 721-7477.

Wednesday, October 30

W 2:30 p.m. Job Search Strategies. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

L 2:30 p.m. Roles of Kwaglich Women. Daisy Sewid-Smith (English). Clearihue A306. Info 721-7236.

W 4:30 p.m. The Multi-Cultural Class. Jan Southern and Ian Robertson, Field's College. (Linguistics and Continuing Studies). Clearihue A306. Info 721-7420.

O 7:30 p.m. Racism: Communities Divided. Public Issues Panel

(Leon & Thea Koerner Foundation and the Faculty of Arts & Science). Free, but please pre-register. Human & Social Development A240. Info 721-8458.

L 7:30 p.m. Shadowlight: Portrait of a Photographer. Freeman Patterson. \$13-\$15 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

Thursday, October 31

W 9:30 a.m. Volunteer Towards Employment. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

W 10:00-4 p.m. Hispanic and Italian Studies colloquium. Senate Chambers (University Centre A180). Info 721-7413.

L 10:00 a.m. Woods and Gardens in Ariosto's Orlando Furioso. Dr. Eduardo Saccone, Lansdowne Lecturer, University of Cork, Ireland (Hispanic & Italian Studies). Senate Chambers (Univ. Centre A180). Info 721-7413.

L 11:30 a.m. Chemistry Seminar (title TBA). Dr. Fran Cozens, Dalhousie University Elliott 162. Info 721-7156.

O 12:30 p.m. Citizenship. Law Faculty Seminar. Kim Rubenstein, Univ. of Melbourne. Begbie 209. Info 721-8160.

L 1:00 p.m. The Uses of Literature in the Socialist Literary System in China. Department Seminar (Pacific and Asian Studies). Lansdowne Lecturer, Dr. Perry Link, Princeton University. Clearihue D125. Info 721-7477.

Friday, November 1

W 9:25-4 p.m. Hispanic and Italian Studies colloquium. Senate Chambers (University Centre A180). Info 721-7413.

A Field Hockey. CIAU National Championship. Info 721-8406.

M 12:30 p.m. Fridaymusic. School of Music voice students. Phillip T. Young Recital Hall. Info 721-7903.

L 2:30 p.m. Evolution. Rosemary Luo, UVic (Economics). Cornett B335. Info 721-8532.

O 3:00 p.m. The Evolutionary Transition Between Haploidy and Diploidy. Biology Dept. Seminar. Dr. Sarah Otto, UBC. Cunningham 146. Info 721-7107/7099.

A 6:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Simon Fraser. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A 8:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Simon Fraser. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. University of Victoria Orchestra. Conducted by János Sándor. Admission by donation. Univ. Centre Auditorium. Info 721-7903.

Saturday, November 2

A Field Hockey. CIAU National Championship. Info 721-8406.

A 6:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Winnipeg. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A 8:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Winnipeg. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. Guest Recital. Gary Chow, piano. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

Sunday, November 3

A Field Hockey. CIAU National

Championship. Info 721-8406.

A 12:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Laurentian. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A 2:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Laurentian. \$3-\$6.50 McKinnon Gym. Info 721-8406.

O 2:00 p.m. Women of the Bible. 4-part series exploring the stories of women of faith & action. \$15 per session. Interfaith Chapel. Info 721-8338.

M 2:30 p.m. Donor's Concert. Features 1995-6 award-winning students. Phillip T. Young Recital Hall. Info 721-7903.

CONFERENCES/NOTICES

Women enrolled in art education courses at UVic are invited to submit up to three artworks for inclusion in the *Common Ground: Uncommon People* exhibit to be held at the A. Wilfrid Johns Gallery in the MacLaurin Building from Nov. 6 to Dec. 30.

The exhibit is being held in conjunction with the women's conference by the same name to be held on Nov. 13.

Works submitted will be juried by Kathy Collis and Helen Smith, who both hold master's degrees in art education and are active studio artists. Artworks should be submitted by Nov. 1 to Kathy Collis in MacLaurin A194. Works accepted for the show will be subject to space limitations of the gallery.

Please direct any questions to Drs. Bill Zuk or Bob Dalton, gallery curators, in the arts in education department of the Faculty of Education.

Do international aid agencies assist developing countries at the expense of their environment? Do local initiatives like regional markets and community cars have any impact outside of their immediate communities? Those are some of the topics on the agenda at this year's Environmental Law Conference "Trade

and the Environment: Strong Communities and Shifting Markets," Oct. 25 from 2:30 to 9 p.m. and Oct. 26 from 9 a.m. to 9 p.m. in the Begbie Building.

Organized by the students of the Environmental Law Centre, this year's conference features journalist and author Joyce Nelson discussing "Returning to Earth" in her keynote speech. Nigerian activist Dr. Owens Wiwa, the brother of activist Ken Sara-Wiwa who was executed last year by the Nigerian government, will deliver the closing address "Shell Oil and Environmental Activism in Nigeria: The Ogoni Peoples' Struggle for Justice."

Workshop topics include: examining if the new Forest Practices Code is sufficient for biodiversity protection and a sustainable forest industry; assisting private citizens to ensure international environmental agreements are enforced; and, instructing consumers on how to organize an effective boycott.

Registration is \$8 in advance (\$12 at the door) and \$6 for students and the unwaged. For further information call the Environmental Law Centre at 721-8188, fax them at 721-8146 or check out their web site at <http://www.elc.uvic.ca>

This year's Hispanic & Italian Studies colloquium, to be held Oct. 31 and Nov. 1 in the Senate Chambers (University Centre A180), is organized around the theme of landscapes in the Hispanic and Italian world and will feature papers by several distinguished visiting scholars as well as UVic faculty members.

All papers will be delivered in English and sessions on both Thursday and Friday are free and open to the public. For more information call Hispanic and Italian Studies at local 7413.

A Teaching with Technology Fair is being held for faculty and staff on Oct. 25 from 9 a.m. to 4 p.m. in the lower level of the MacPherson Library in Television Services.

Seating will be available on a first-come, first-served basis for workshops to be held throughout the day in MacRoom (080).

The event is being sponsored by the Education Services Group and the Learning and Teaching Centre. Participants will be eligible for special door prizes.

For further information, contact Barbara Judson of the Learning & Teaching Centre; telephone (604) 721-8571; fax (604) 721-6494; email BJUDSON@UVVM.UVIC.CA or AFARK@UVVM.UVIC.CA

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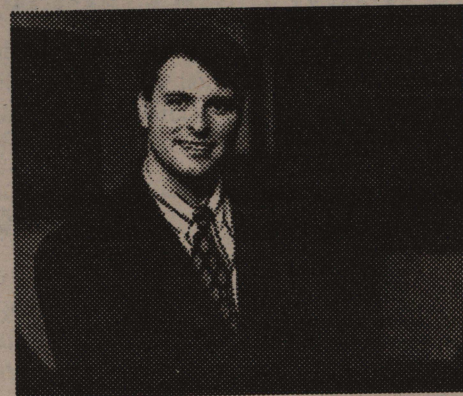
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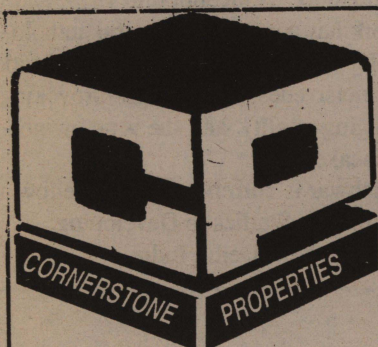
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LETTERS

Editor:

Architectural critique recognizes three actors in building development. First is the client, who wants a building and can (usually) pay for it. Then there's the architect, who designs the edifice according to both the client's instructions and his or her own ego. Last, and always least, are the user-clients, the long-suffering public who have to live or work in the building or just look at it's ugliness for the rest of their lives.

I've questioned a number of people on campus: few like the new brick Business Building. As it is yet unoccupied, this must be an aesthetic judgment (it's ugly, it's badly sited). Yet, buildings continue to spring up on campus like mushrooms, surprising us all. There's little public input on design, location or even whether a building is needed at all. As usual, some group or individual is empire-building, without a care for anyone else's aesthetic welfare.

Strange that a university which prides itself on its environmental ethics should so foul its own nest! As usual, 'environment' is somewhere-else. Any chance of democracy or more consideration from other rulers in the next millennium?

J. Douglas Porteous, Geography

Editor:

Prof. Charles Daniels' letter on employment equity (The Ring, October 4, 1996) adds to the widespread confusion surrounding the topic. It erroneously suggests that quotas put in place specifically for the purpose of restricting access by a targeted group, in his example quotas aiming to keep Jews out of universities, perform the same function as affirmative action programmes put in place specifically for the purpose of increasing access by a targeted group.

As a Jewish woman, I detest seeing the persecution of Jews used as a means of furthering the exclusion of women and other targeted groups whose presence in the university has had to be fought for. If Professor Daniels has objections to affirmative action, let him argue his case on its own merits, whatever those might be, rather than dragging in unrelated instances of antisemitism.

The point of affirmative action programmes is not to consolidate the privilege of those already at the top of the heap, as with exclusionary quotas, but to open the gates to those who have been artificially shut out by systemic discrimination. It doesn't seem to me to be such a difficult point to grasp. I can only assume Dr. Daniels' objections to affirmative action are political, not intellectual.

Deborah Yaffe
Women's Studies

CLASSIFIEDS

Classified ad rates are \$10 for up to 25 words and \$.50 for each additional word. Ads will not be accepted by phone and must be delivered in writing, with cash payment, to UVic Public Relations and Information Services, University House 2. The advertising deadline is eight days before publication date. For more information, please call 721-7636.

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Do you know a special grad?

The Ring is looking for interesting stories of grads convocating this November. Grads who have made a special contribution, have an usual background or have overcome hardships to get their degree. If you know a grad who deserves his or her 15 minutes of fame, please contact The Ring at 721-7642 or email tmoore@uvic.ca.



CONTEST

A series of clues will appear in the next three issues of the Ring. Watch for them! If you think you've solved the mystery and know what the object is, fill out the entry form below and send it to

The Ring at University House 2, PO Box 3060, Victoria, B.C. V8W 3R4 or fax it to us at 721-8955. The winner of our MYSTERY PRIZE will be announced in the November 29th issue.

So, sharpen your pencils, get out your magnifying glass and brush up on your powers of deduction....Here are your first three clues.

- 1. EDUCATED WOMEN ARE CURRENTLY IN FOCUS
- 2. WE ARE THREE IN ONE
- 3. DRESS CODE CAN VARY

"It's elementary, my dear Watson.

The answer can only be _____"

Name: _____

Address: _____

Phone number: _____

Editor:

The letter from Prof. Daniels re: "Employment Equity: What You Need to Know", notes that this guide contains "much of interest and value concerning discrimination in hiring". However, Prof. Daniels raises some concerns that I would like to take the opportunity to clarify.

In the area of hiring, committing to an employment equity program means taking steps to ensure that bias, albeit inadvertent or unintentional, does not enter into hiring decisions, and that criteria used for selection focus on "merit" defined in terms of ability to successfully meet the requirements of the position. That is a noble cause, because we all know that the concept of "merit" in hiring is not always straightforward and that various irrelevant and discriminatory factors may influence decisions to hire. But how do we measure the success of change? We need indicators to show that we are on the right track. If we are concerned that the hiring process may have discriminated against members of particular, identifiable groups, then one indicator that the hiring process no longer discriminates is that the numbers of employees from those groups have increased. If on the other hand, we do not see any increase in numbers, that suggests we still need to ask questions: Are there informal practices or procedures that unnecessarily disadvantage members of our target groups? Are we getting applications from qualified members of these groups? Are our criteria unnecessarily restrictive? Finding the answers helps define further activity in the goal of removing barriers to equal opportunity. Numbers, therefore, are indicators.

Comparing current representation figures at UVic with an external "representative workforce" of qualified individuals is not setting a quota. A quota, as Prof. Daniels rightly points out, tends to limit participation. It becomes a ceiling and a way to keep people OUT. In contrast, an employment equity goal is based on a representation that *we should expect to see if our policies and practices are operating fairly and without bias*. Rather than screening people out, we are examining our policies and procedures to ensure that we draw qualified IN. We don't stop being fair in the way we do things just because we may reach a representative number.

Employment equity programs exist because - at least in the past, as Dr. Daniels has pointed out - discrimination occurred. Some people were denied jobs not because of a lack of qualifications but because of their race or gender or religion, etc. The main aim of employment equity programs is to proactively ensure that this no longer happens; a second aim is to try and remedy the effects of past discrimination. That is where the notion of limited or preferential hiring arises. These are not meant to be long-term measures, nor even first-choice measures. As the guide points out, this is a "special measure" that is permitted when little change is happening, to help reach that critical mass of participation that adds cultural richness by broadening instructional, curricular, and research efforts. No-one who is unqualified is hired.

Does this guarantee that these efforts will result in a workplace that is "society-at-large writ small"? No, but these efforts should result in a good indication both to our student body and to the community that the quality and high standards in our workplace are not the exclusive domain of a particular group.

Linda Sproule-Jones
Director of Equity Issues

Activist editor will speak in Women's Scholar series



Madhu Kishwar

Madhu Kishwar, founder and editor of *Manushi*, internationally acclaimed journal on women and society in India, will present a lecture in the UVic Women's

en's Scholars series on Oct. 24. She will speak on Reform versus Coercion: Law as an Instrument of Social Change in India, at 8 p.m. in the Begbie Building, room 159.

Kishwar is one of India's foremost thinkers in the arena of women's rights, social justice, collective responsibility and perspectives on social change.

As an activist scholar, Kishwar advocates the politics of engagement. She has made prolific editorial contributions to *Manushi* since its inception in 1979, and her work has appeared in several anthologies. Her writing is appreciated worldwide for its incisiveness and thought-provoking, challenging quality, and she is an invigorating speaker.

Kishwar is currently a senior fellow at the Centre for Studies in Developing Societies in New Delhi, India.

Across the Country

Alberta college holds a seat sale

Augustana University College in Camrose, Alberta, wants to get more people from the community involved in education, so they are holding a sale...a seat sale. They are slashing fees for part-time students by 38 per cent this fall. The idea, and catchy phrase, are the brainchild of college president Richard Husfloen, an aviation buff who has worked for two commercial airlines and holds a private pilot's licence. A typical three-credit course in a degree program which used to cost \$806 is now available for \$499. The move is part of Augustana's response to less government support and declining tuition revenue. It is also laying off several employees including two of its four vice presidents.—University Affairs, October 1996.